

Employee Benefits

	Police	Fire	Pub Safety Mid Mgmt	Miscellaneous	Mid Mgmt	Management
<i>Contract Date</i>	7/1/06 - 6/30/09	7/1/06 - 6/30/09	7/1/06 - 6/30/09	11/1/06 - 10/31/08	2/1/07 - 1/31/09	2/1/08-1/31/09
						2.7% @ 55
<i>PERS City Contribution</i>	3% @ 50	3% @ 50	3% @ 50	2.7% @ 55	2.7% @ 55	Police & Fire: 3% @ 50
<i>Medical/Vision/Dental Insurance</i>						
Employee only	\$132.30/month	\$132.30/month	\$132.30/month	\$132.30/month	\$132.30/month	\$132.30/month
Employee + 1	\$198.44/month	\$198.44/month	\$198.44/month	\$198.44/month	\$198.44/month	\$198.44/month
Employee + family	\$198.44/month	\$198.44/month	\$198.44/month	\$198.44/month	\$198.44/month	\$198.44/month
<i>Worker's Compensation Insurance</i>	Employee cost: 0	Employee cost: 0	Employee cost: 0	Employee cost: 0	Employee cost: 0	Employee cost: 0
	City cost: \$0.26/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$35,000)	City cost: \$0.26/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$35,000)	City cost: \$0.26/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$35,000)	City cost: \$0.26/\$1,000 Employee cost: 0 Benefit: 1x annual earning	City cost: \$0.26/\$1,000 Employee cost: 0 Benefit: 1x annual earning	City cost: \$0.26/\$1,000 Employee cost: 0 Benefit: 1x annual earning
<i>Life Insurance</i>						
	City cost: 0.7% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period	City cost: 0.7% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period	City cost: 0.7% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period	City cost: 0.7% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period	City cost: 0.7% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period	City cost: 0.7% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period
<i>L.T.D. Insurance</i>						
<i>Medicare Tax</i>	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
<i>Social Security Tax</i>	0	0	0	0	0	0
<i>Time off</i>						
		56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 96 - 181 hrs/year	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 80 - 184 hrs/year			
Vacation	10-23 days			10-23 days	10-23 days	10-23 days
Sick Leave	12 days	144 hrs/year	144 hrs/year	12 days	12 days	12 days
		56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year paid	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year paid			
Holidays	14.5 days			14.5 days	14.5 days	14.5 days
Management Leave	0	0	80 hours	0	60 hours	100 hours
<i>Other Benefits</i>						

Employee Benefits

		City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	The City contributes a matching amount of up to 0.5% of an employee's salary on a biweekly basis to the deferred compensation program.	The City contributes a matching amount of up to 1% of an employee's salary on a biweekly basis to the deferred compensation program.
Deferred Compensation Program	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.
Personal and professional spending account	0	0	0	0	\$500	\$1,000
Vehicle allowance	0	0	0	0	0	\$300/month
Tuition Reimbursement	100%	\$75/semester unit to a max of \$1,800/year over a consecutive 12 months period	100%; however, with Police Sergeants, reimbursement shall not exceed an amount equal to 2% of salary	100%	100%	100%
Education Incentive Pay	POST Intermediate (with or without AA/AS) = 3% POST Advanced (with or without AA/AS)= 6% AA/AS = 2% BA/BS = 5% BA/BS with POST Advanced = 7.5%	BA/BS = 4% MA/MS = 6%	For Police Sergeant ONLY: POST Intermediate (with or without AA/AS) = 3% POST Advanced (with or without AA/AS)= 6% AA/AS = 2% BA/BS = 5% BA/BS with POST Advanced = 7.5%	None	None	None
Bilingual Incentive Pay	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary
Uniform Allowance	\$813/year	\$783/year	\$813/year	0	0	Police and Fire ONLY: \$813/year
Employee Home Loan Assistance Program	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower
Flexible Spending Plan	Yes	Yes	Yes	Yes	Yes	Yes
Credit Union	Yes	Yes	Yes	Yes	Yes	Yes